

muckle^{LLP}



 **Shield**TM
Muckle Employment Protection

Employment Legislation: The Facts

Managing a successful business and keeping your workforce inspired, motivated and focused is a full time task for any employer without having to worry about the complexities of employment legislation. Employers are finding it increasingly difficult to keep up to date and comply with their statutory obligations, but it makes good business sense to manage your employment risk in a cost effective manner.

High stakes

- unfair dismissal - maximum compensatory award of the lower of 52 weeks' pay or £78,962 plus a maximum basic award of £14,370. In some cases there is an uplift in compensation of 25% for failure to comply with the Acas Code of Practice;
- breach of contract /wrongful dismissal - no maximum award (although limited to £25,000 in the employment tribunals);
- claims for constructive dismissal, for example, as a result of bullying and harassment;
- discrimination claims (sex, race, disability, sexual orientation, religious or philosophical belief, age, marriage and civil partnership, pregnancy and maternity and gender reassignment) - potentially unlimited compensation;
- compensation for injury to feelings of up to £30,000; and
- automatically unfair dismissals in some cases with an uplift in compensation of 25%.

What is at risk?

Employment Tribunal litigation is hugely distracting for any business - the stakes are high and you risk losing not just money but also your reputation if you have a judgment made against you. Dealing with matters early on can reduce the risk of employment claims and the uncertainty of having to deal with matters in the tribunals.



The Solution: Mi Shield

Mi Shield will provide you with all the day-to-day employment advice your organisation requires. The package can be tailored to your needs with a combination of services for an all inclusive fixed cost, designed to avoid the historical uncertainty around instructing lawyers.

Mi Shield offers you:

- peace of mind at all stages of the employment relationship;
- compliance with employment legislation;
- practical and commercially astute advice from specialist employment solicitors;
- effective management of your employment risk;
- fixed fee with no hidden costs; and
- the option of tribunal costs and awards cover of up to £250,000 per individual claim and £1,000,000 in aggregate.

What do you get?

Employment advice

Your queries will be dealt with by a qualified employment solicitor by telephone or face to face at one-to-one meetings for more complex issues.

Standard documentation

We will review and update (if necessary) your employment contracts, policies and procedures. We do not believe in change for the sake of it and will give you an honest view on your documentation. Throughout the retainer we will draft, as necessary, any documentation needed to progress a matter, including letters and documents such as settlement agreements.

Updates and training

We provide regular employment law updates and host seminars throughout the region. Two of your representatives will be entitled to attend our employment law seminars at no extra cost. You will also receive e-newsletters covering recent developments in employment law.

Protection

You can opt to be covered for up to £250,000 per claim for legal costs and any tribunal award that is made.

How much does it cost?

The price of the service is calculated on the basis of the number of employees. Payments can be fixed at a monthly, quarterly or annual basis according to your preference.

The beauty of the scheme is that you know exactly how much your organisation will spend on legal advice for employment related disputes throughout the course of the year.

For businesses with up to 30 employees an insured retainer service can cost as little as 30p per person per day.



Key Contact



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Mi Shield offers you:

- **peace of mind** - employment related issues will be dealt with by a recognised team of employment law specialists;
- **transparency of legal costs** - annual fixed cost - no surprises or hidden pitfalls;
- **immediate response** - access to our employment specialists by telephone, email or personal site visits;
- **comprehensive and flexible cover** - insurance cover is available which can be tailored to your individual organisational needs; and
- **proactive case management** - to identify solutions quickly and cost effectively.

Additional benefits

In addition to Mi Shield we will also provide the following services:

- regular e-newsletters and updates on HR and employment law issues;
- topical updates via our series of interactive employment law roadshows;
- training sessions and workshops; and
- out of hours contact details if required.



We have set up a discussion forum on the website, www.Linkedin.com called Employment Law Forum North East and Cumbria. This group is to help organisations of any size to engage and share knowledge. You would be most welcome to join and contribute.

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